

Strategic Vision 2017-2020

“...that each life may find meaning.”®

Mission:

Pathfinder Village will promote a healthy, progressive environment that respects the individual, supporting a life of value and independence.

Core Values:

- Inherently, every person has equal worth.
- Honesty and transparency are paramount to forming and enriching relationships.
- Valuing individual differences promotes growth and understanding.
- Trust is essential for success and an environment open to improvement.

Vision “Building Community One Person at a Time”

Human Capital:

- Provide competitive wages and benefits commensurate with job expectations.
- Present realistic job previews to candidates reflective of the rewards and challenges of human service responsibilities.
- Invest in education and training focusing on three core competencies; Knowledge, Skills and Attitudes.
- Re-invest in Direct Support Professionals through the development of an on-site credentialing program designed to recruit and retain quality direct support staff.
- Build and maintain a leadership team that upholds the values and mission of the organization.

Financial & Physical Assets:

- Provide quality and reliable services over the life span.
- Maintain and enhance our physical plant.
- Implement housing modifications to meet resident needs and the changing consumer market.
- Align resources consistent with service trends and desired consumer outcomes.
- Expand Endowments to address the need for residential scholarships, infrastructure and workforce talent.

Community Building & Integration:

- Integrate and coordinate all programs to align services and resources.
- Provide access points for each person to experience “their” community.
- Expand the “Village” setting to achieve maximum community experience while maintaining personal safety and security.
- Build a diverse organization that fosters inclusiveness achieving “common ground” where everyone succeeds.

Person Centered Services:

- Support people and families through services so they achieve the outcomes they desire.
- Provide people and families the ability to make decisions about their lives, including where they live and who provides services.
- Deliver exceptional health, wellness and enrichment services reflective of people’s needs and interests.
- Incorporate comprehensive risk assessments for all individuals to be used to develop person centered life plans.
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External Relations:

- Incorporate the input of all stakeholders in designing and managing all services and supports.
- Establish a family advisory committee and expand the scope of the resident advisory group, “Council Rock”.
- Demonstrate the value of services and supports to recipients; quality measurements are vital to this process.
- Enhance public awareness and recognition of the organization.
- Extend community networking and fund raising activities at Pathfinder and in strategic locations throughout the country.
- Expand activities through the Kennedy Willis Center in developmental research, community education, and professional best practices.